



## **Early Learning Programs & Workforce**

### **Sub-Committee Meeting**

#### **Meeting Minutes – December 11, 2018**

10:00 a.m. to 12:00 p.m.

DTCC, Terry Campus, Dover

**Attendance:** Julie Johnson, Owner of Tender Loving Kare ; Kyley Herron, Tender Loving Kare; Caitlin Gleason, Office of Early Learning; Kim Pridemore, Del Technical Community College; Cheryl Clendaniel; Veronica Commodore, DIEEC; John Fisher-Klein, Office of Early Learning; Debbie Taylor, Office of Early Learning; Christina Kautsourades, Office of Early Learning; Peggy Stinson, NDEHS; Patti Lynch, Ministry of Caring; Shebra Hall, DHSS; Bridget O'Connor, Brandywine YMCA; Gary Karp, Brandywine YMCA

Julie Johnson welcomed everyone and called the meeting to order and everyone introduced themselves.

Veronica & Caitlyn presented a Professional Development PowerPoint in response to questions submitted previously regarding ongoing Professional Development in the state. Martha Beull was on by phone.

#### **Our number one goal (and objectives):**

- Relevant to each role - Impact outcomes of children and teachers
- Relevant to where people are in their career- career pathway
- Access to all – In person vs. online (time management)
- Current practice in the field and best practice
- Needs to be exciting
- Good facilitators
- Follow up and coaching
- Learning from each other including trainer

- Cohesiveness between DE Stars, licensing, DIEEC - Built around needs instead of compliance

Other thoughts – we are thinking about long term goals, access, how to register for follow up, facilitators (experts), especially as different people request different things in different ways - some in person, some online. We are trying to meet everyone's needs.

**Questions from the field about Professional Development about:**

- A qualified workforce
- Variety of modalities

**Ways that Veronica thinks we can provide a qualified workforce include:**

- 75 hrs. online /79 hrs. for school age online
- In-person, offered by DIEEC & sponsoring organizations
- Training and coaching model
- Quality assurance hours for national conferences & Montessori
- Multi-level training available (intro, intermediate and advanced)
- Surveys given after trainings to determine what the current need is and give feedback.

**Other ideas:**

- Connecting with sponsoring organizations to make training available as public and private offerings
- Collaborating with Delaware Stars to help meet the needs of providers
- Delaware Stars is currently undergoing revision, which may impact the current roles of Delaware Stars with Professional Development
- This training is not meant to prepare people for the field. This is for people already in the field.
- Delaware Stars - 9 hours need to be quality assured
- Licensing needs to be 18 hours of hours
- Need to streamline into a cohesive program
- Needs to be the role of individual and not necessarily the role of the administrator or center

**What is quality assured?:**

- Is aligned with ELFS, School-age or EC competencies and Stars standards
- Evidence based, best practice, latest research in ECE and responsive to each learner
- Has objectives and outcomes that are linked to the training, with ongoing assessment
- Is responsive to learner and follows the adults learning principles
- Online transcripts
- Must go through quality assurance process, and with training registration linked to registry - that way it can show up on online transcript

How are we going to be moving forward to limit the current barriers? Delaware Stars is in revision. Quality assurance standards may have changed what the actual intent of what the standard was supposed to encourage.

When changing the standard one needs to think about how quality assurance impacts the professional development plan for individuals.

#### **Preview of DIEEC website:**

- Changed the website, how we phrase things and what is being offered.
- Shift in frame of mind, as we want to think of people as professionals.
- Need to build a cohesive infrastructure; create MOU with smaller centers to have more opportunity to have onsite professional development that relates to their PCQIP (program continuous quality improvement plan)
- Doing more on-site training and coaching (play for development and learning). FYI, Play pilot currently going on at a few centers, and we are getting great feedback from administrators.
- Professional learning tab which has different modalities.
- Advancing your profession tab
- Quality assurance/curriculum approved tab
- Current REACH Newsletters - Should be going out to everyone that has an email associated DIEEC (transcripts). If a person opts out x1 then they lose out forever.
- New website will be live by Friday

#### **Recommendations:**

- Levels of training- National or higher
- Needs assessment
- Send REACH newsletter to all
- Compliance driven mentality impacting quality assurance process
- Step to quality assurance for sponsoring organization
- Page for entrepreneurs

Admin training – we need more of it, and so we are working with Stars survey to find out more information

#### **Open Comments and Discussion:**

What fees are we allowed to charge? Late pick-up fee, lunch fees, late payment fee, cc fee. Not currently a federal regulation. They need to submit a change in the plan. Need to have stakeholders come together to create a plan. Will need to pull together a committee (currently use this one, but will need to invite others as well).

ECE Expo possibly for next year, to be held in conjunction with High School Pathways. Gives more exposure to the field. Would be open to working with K-12 field as well. If you would like to be a part of the planning, please reach out to Julie. We want to include people that are at the

high school level to be a part of this planning committee. Individuals would help with recruiting and getting the word out about early childhood education career field. This would be during the day, like 9am to 2pm. Need to consider getting transportation from the high schools. Can we get vo-tech schools to attend and participate?

### **Next Meeting**

- Item for next meeting - How do current centers find qualified staff?
- Next meeting is tentatively set for January 22, 2019